

M. ZANE LUMBLEY

ARBITRATION, MEDIATION AND FACTFINDING SERVICES

WASHINGTON OFFICE - 19030 LENTON PLACE S.E., #106 MONROE, WASHINGTON 98272

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EDUCATION

BBA, FINANCE AND ACCOUNTING
THE UNIVERSITY OF TEXAS AT AUSTIN, 1966

GENERAL EXPERIENCE

FIELD EXAMINER
NATIONAL LABOR RELATIONS BOARD, 1970-1980

ARBITRATION, MEDIATION AND FACTFINDING EXPERIENCE

1980 TO PRESENT

ISSUES RESOLVED: ADA, AGENCY FEE OBJECTIONS, ALCOHOL AND DRUGS, APPRENTICESHIP, ARBITRABILITY, ASSIGNMENT OF WORK, BACK PAY, BUMPING, CONDUCT UNBECOMING, CONTRACT REFORMATION, DISABILITY, DISCHARGE AND DISCIPLINE, DISCRIMINATION (AGE, RACE, SEX AND UNION/NEO ACTIVITIES), EDUCATION ISSUES, EMPLOYMENT DISPUTES, EVALUATIONS, EXCESSIVE FORCE, EXPEDITED CASES, FACTFINDING, FIREARMS OFFENSES, FRINGE BENEFITS, GROOMING STANDARDS, INTEREST ARBITRATION, INTERNET ABUSE, INVOLUNTARY TRANSFER, JOB BIDDING, JOB CLASSIFICATION, LAYOFF AND RECALL, MANAGEMENT RIGHTS, MEDIATION, PENSION DISPUTES, PERFORMANCE APPRAISALS, PLANT CLOSURE, POLYGRAPH USE, PREMIUM PAY, PRISON CUSTODY/SEGREGATION, PROMOTION, SENIORITY, SEVERANCE PAY, SEXUAL HARASSMENT, STATUTORY RIGHTS, SUBCONTRACTING, SUPERSENIORITY, TEACHER TENURE, TRAINING, UNILATERAL CHANGE, UNION SECURITY, UNIT WORK, WAGES.

INDUSTRIES SERVED: AEROSPACE, ALUMINUM, ATOMIC ENERGY, AUTOMOTIVE, BAKING, BEVERAGE, BROADCASTING, CANNING, CEMENT, CHEMICALS, CITIES, CLOTHING, COMMUNICATIONS, COMMUNITY COLLEGES, CONSTRUCTION, COUNTIES, DAIRY PRODUCTS, EDUCATION, ELECTRICAL EQUIPMENT, ENTERTAINMENT, EXTRACTIVE INDUSTRIES, FEED AND FERTILIZER, FIRE PROTECTION, FOOD PROCESSING, FOUNDRY, FURNITURE, GAS AND ELECTRIC POWER, GROCERY, HEALTH CARE, HEATING AND VENTILATION, HOTELS, HOUSEHOLD GOODS MOVING/STORAGE, INSTRUMENTS AND SCIENTIFIC CONTROLS, IRON AND PRODUCTS, LAW ENFORCEMENT, LUMBER, MACHINERY, MANUFACTURING, MARITIME, MEAT PACKING, METAL FABRICATION, MILITARY, NEWSPAPER, NON-FERROUS METALS, NUCLEAR POWER PLANTS, ORGANIZATIONS (UNIONS, CLUBS), PACKAGING AND CONTAINER, PETROLEUM, PHARMACEUTICAL, PLASTICS, PLUMBING FIXTURES, PRINTING AND PUBLISHING, PRISONS, PUBLIC SECTOR (FEDERAL, STATE AND LOCAL), PULP AND PAPER PRODUCTS, RESTAURANTS, RETAIL AND CHAIN STORES, SCHOOL DISTRICTS, SEAFOOD PROCESSING, SERVICE INDUSTRIES, SHIP BUILDING AND DRYDOCK, STEEL, TEXTILE, TRANSPORTATION, TRAVEL, TRUCKING AND STORAGE, UPHOLSTERING, WAREHOUSING.

EXAMPLES OF LABOR ORGANIZATIONS SERVED: ACTWU, AFGE, AFSCME, AFTRA, ATU, BARTENDERS, BOILERMAKERS, CARPENTERS, CWA, FIREFIGHTERS, GUARDS, HAMTC, IAMAW, IBEW, IBU, ILWU, IRON WORKERS, IUOE, LABORERS, MACHINISTS, MAILERS, NEWSPAPER GUILDS, NTEU, NURSES, OCAW, OPEIU, PAPERWORKERS, PLUMBERS, POLICE, SEIU, SPRINKLER FITTERS, TEACHERS, TEAMSTERS, TYPOGRAPHERS, UFCW, UPIU AND WOODWORKERS/IAM.

CURRENT AGENCY PANEL MEMBERSHIP: AAA, FMCS, IDAHO DEPARTMENT OF LABOR AND INDUSTRIAL SERVICES, MONTANA BOARD OF PERSONNEL APPEALS, WASHINGTON STATE MARINE EMPLOYEES' COMMISSION AND WASHINGTON PUBLIC EMPLOYMENT RELATIONS COMMISSION.

CURRENT AND RECENT INDUSTRY PANEL MEMBERSHIP: AFL-CIO METAL TRADES JURISDICTIONAL DISPUTES, STATE OF ALASKA/PUBLIC EMPLOYEES LOCAL 71, ANCHORAGE/AMEA, BOISE CASCADE/WCIW, FOSS MARITIME/IBU, KAISER PERMANENTE/SEIU, PACIFICORP/IBEW LOCAL 659, PLEASANT VALLEY HEALTH SERVICES/IWA, PORT OF PASCO (WA)/PORT OF PASCO POLICE ASSOCIATION, POTLATCH/IAM WOODWORKERS, POTLATCH/UPIU, RAMAC SERVICES CORP/TEAMSTERS LOCAL 524, SANYO/IUE 1106, SIMPSON TIMBER/IAM WOODWORKERS, THREE RIVERS TIMBER/IAM WOODWORKERS, U.S. DEPT. HHS/NTEU, U.S. POSTAL SVC/NALC, VA/AFGE AND WEYERHAEUSER/WCIW.

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(SSAN 449-64-3829)

SCHEDULE OF FEES AND EXPENSES

Effective March 1, 2004

PER DIEM

Hearing time (one-day minimum): \$ 800.00 per day.
Study time: \$ 100.00 per hour.

CANCELLATION FEE

\$ 800.00 per scheduled day.

POSTPONEMENT FEE

\$ 400.00 per scheduled day more than thirty days prior to commencement of hearing.
\$ 800.00 per scheduled day thirty or fewer days prior to commencement of hearing.

TRAVEL TIME

At prorated per diem rate.

EXPENSES

Ground transportation, coach airfare (first class if coach is unavailable), airline itinerary change fees (in the event of postponement or cancellation), lodging, meals, secretarial at \$18.00 per hour, reproduction, telephone, facsimile, postage and other expenses incurred will be billed.

BILLING

A 1% discount is allowed on statements paid within seven days of issuance.
A service charge of 1% per month is applied to all account balances thirty days old or older.
Parties will be billed in proportions they request but are considered jointly and severally liable.